



# Transformation Priorities & Requirements - Human Resources Management

Julie Blanks



# TP&R-HRM Mission

Provide detailed functional requirements, in vertical and horizontal collaboration, with:

Principal Staff Assistant (PSA)

Components/Services

Internal BTA (TP&Rs,DBSAE,EI)

Primary link to OUSD (Personnel and Readiness), as functional owners of [Personnel Visibility](#)

Ensure functional priorities and requirements are reflected in:

- Business Enterprise Architecture
- Enterprise Transition Plan
- Process and guidance to Investment Review Board

Provide oversight for enterprise initiatives and implementation support to component and DBSAE managed programs



# Mission Supporting Initiatives

## **Requirements Support for HRM Enterprise Systems and Capabilities**

- Defense Integrated Military Human Resources System (DIMHRS)
  - ❖ DIMHRS Data Dictionary
  - ❖ Recruitment and Accessions
- Defense Travel System (DTS)
- Virtual Interactive Processing System (VIPS)
- Manpower Initiative and OSD Organization Server
- Defense Civilian Personnel Data System
- NSPS Performance Appraisal Application
- Defense Information System for Security (DISS)



# Mission Supporting Initiatives, cont'd

Support exploration and development of DoD Travel Enterprise

Enable development of solutions for Technology Connected Enterprise Business Challenges

Aggressive Warfighter Support through COCOM engagement

On-going development of strategic relationships with internal and external stakeholders to continue efforts in developing and delivering enterprise-level capabilities

Development and alignment of BEA to incorporate HRM products and artifacts

Ensure Enterprise Personnel Visibility requirements are reflected in Transition Plans and External Reports



# TPR-HRM usage for CASS

- Requirements development and validation for TPR-HRM initiatives
- Support functional and technical architecture development
- Using industry best practices and knowledge, create, utilize and expand requirements development methodology
- Identify, forge, and maintain strategic relationships with *internal* and *external* stakeholders; provide agency liaison to HRM Community of Interest

*Internal:* provide varying levels and degrees of functional and technical expertise and support to BTA Directorates

*External:* OSD, COCOMS, Components, DoD Agencies, Services, other Government Agencies, etc.

- Develop business cases and support the Business Capability Lifecycle
- Bring expert knowledge of how to apply the BTA guiding principles to the HRM initiatives



# Q&A

**Audience, please come forward to the floor microphone for a maximum of three questions.**